



Diversity, Equity, and Inclusion at the City of Elk Grove

REPORT TO THE COMMUNITY 2023

Reflection on 2023

Diversity, Equity, and Inclusion (DEI) are essential for organizational success in today's increasingly diverse and interconnected world. As a City, we are committed to fostering a workplace where everyone feels valued, respected, and empowered to contribute their best. Diversity brings people of different races, class statuses, genders, sexual orientations, ages, neurodiversity, physical characteristics, etc. to the table. The City has a diverse work environment where people of varying backgrounds work for a common goal.

In 2023, leadership focused on taking action to level the playing field of work, knowing that equity is essential in solidifying Diversity and Inclusion. Also, given that every staff member offers a unique contribution, the City worked hard to provide opportunities for staff to experience being heard, actively participate, and get involved.

The City of Elk Grove is committed to conscious inclusion using a data-driven approach to grow our DEI efforts. We regularly collect and analyze feedback and data on our workforce demographics, employee engagement, and DEI initiatives to identify areas for improvement and track our progress over time.

Our DEI initiative is moving in the right direction. It continues to grow stronger with the commitment of City staff and community members who are unrelenting in their commitment to fair and impartial processes and outcomes that provide a safe hub for employees.

Over this past year, we enhanced diversity awareness within the organization and the community through workplace training and cultural exchange events, such as raising the Pride flag in June and introducing multicultural welcome murals at City Hall. The City made tremendous strides in hiring a diverse workforce that is more reflective of the community than ever before.

As we strive to do more and be better with each passing day, we are committed to going beyond the bare minimum in all functional areas in the coming year with a strong emphasis on equity. Our commitment to Diversity, Equity, and Inclusion (DEI) is an ongoing journey that we approach with humility and a willingness to learn. We understand that creating an inclusive workplace is a continuous process, and we are dedicated to incorporating new strategies and approaches as we progress.

Although there is no definitive endpoint, our path to progress is clear: creating a workplace where everyone feels valued, respected, and empowered to reach their full potential. We remain committed to continuous improvement and incorporating new learning along the way. Our ultimate goal is to foster a culture of belonging and embrace the diversity of our workforce and community.

*Sincerely,
Kara Reddig,
Inclusion Leader/Deputy City Manager*



City's Diversity, Equity, and Inclusion Staff Team

Throughout the year, the City's Diversity, Equity, and Inclusion Staff Team (DEI Team) dedicated their time and effort to promoting these principles within our organization. Their monthly meetings served as a platform for collaboration, where diverse ideas and perspectives were exchanged to shape meaningful City initiatives. The group's overarching objective was to cultivate a more inclusive organizational environment that embraces diversity and upholds the values of justice. We are immensely grateful for the DEI Team's unwavering commitment to this vital work, which is truly inspiring and drives our ongoing journey towards a more inclusive and equitable City. Membership in 2023 included:

Carlos Duque, Public Works
Christa Lumry, Public Affairs
Femi Omotesho, City Manager's Office
Gabriela Gonzalez, Police
Jason Jacobo, Police
Kara Reddig, City Manager's Office
Kara Taylor-Seeman, Finance
Lana Yoshimura, District 56
Leilani Jimenez, Police
Luis Aguilar, Economic Development
Lupe Murrietta, Public Affairs
Maranda Dean, Police
Maria Del Villar Reyes, Human Resources
Matt Paulin, Finance
Melissa Rojas, Human Resources
Michael Nguyen, Police
Nadia Palazzola, Police
Rodney Rego, Police
Sarah Humlie, Animal Services
Tish Mann, Economic Development



DIVERSITY
+ EQUITY +
INCLUSION

A CITY WELCOME TO ALL

Promoting Diversity, Equity, Inclusion, and Belonging Through Education and Training

Three workshops were offered to employees in May and June that were facilitated by CircleUp Education. A total of 131 staff members participated in these training courses. The workshops were well-received by participants, who appreciated the opportunity to learn about Diversity, Equity, Inclusion, and Belonging and how to contribute to a more inclusive workplace.

Cross-Cultural Relationship Building Strategies

This workshop focused on counteracting unconscious bias and embracing diversity. The workshop provided staff with practical strategies and tools to identify and address their own biases on the journey to a more inclusive and equitable environment for all. A key focus of the workshop was understanding and appreciating the unique cultural backgrounds of coworkers and residents. Through discussions and interactive activities, staff explored the concept of cultural competency, learning to navigate cultural differences with respect and sensitivity. Participants gained valuable insights into avoiding stereotypes and treating everyone with kindness and dignity. The workshop also emphasized the importance of understanding the impact of unconscious bias. Staff learned how to recognize their biases and develop strategies to counteract them.

Getting to know other City Staff

In this workshop, staff engaged in meaningful conversations and interactive activities with colleagues from different departments, building connections and deepening understanding across the organization. The workshop provided a platform for participants to explore and challenge stereotypes that could hinder relationship building. Through open dialogue and shared experiences, staff reflected on the impact of bias and discrimination, gaining valuable insights into the perspectives of others. This shared learning experience served as a catalyst for breaking down barriers between City departments and units.

Gender Uncovered for Managers/Supervisors

The Gender Uncovered Training for Managers/Supervisors was a skill-development training to provide participants with the basic knowledge and tools to navigate gender-related issues effectively. The workshop covered gender-related terms, including gender identity, gender expression, and gender norms. This foundational knowledge equipped participants with the skills to communicate effectively about gender-related topics to promote respectful and inclusive conversations and sensitize workplace advocacy.



2023 DEI Initiatives

Welcoming Wall Murals

In a continued effort to present a welcoming and inclusive environment, the City installed “Welcome” murals in three prominent city locations. The murals were designed in-house and include the word “Welcome” in the top ten spoken languages in Elk Grove. The murals highlight our diversity and act as a source of education, inspiration, and motivation for staff and visitors alike – emphasizing the City’s vision of being A City Welcome to All.

The murals are displayed in the foyer of the 8401 administration building, outside the Council Chambers, and at the Animal Shelter.

Land Acknowledgment Statement

On September 27, 2023, the City Council adopted a resolution establishing a Land Acknowledgment for the City of Elk Grove. This initiative was led by the City’s Diversity and Inclusion Commission. A Land Acknowledgment expresses gratitude to the Indigenous People who lived on the land before us. It is a way to show respect for their culture and history.

It is a formal statement that recognizes and respects Indigenous Peoples as traditional stewards of the land and acknowledges the enduring relationship that exists between Indigenous Peoples and their traditional territories. The City of Elk Grove acknowledges Elk Grove’s first inhabitants in a genuine effort to support and show respect for Native Peoples.

Land Acknowledgment

“We honor, respect, and acknowledge Elk Grove’s first inhabitants, the Plains Miwok, who lived as sovereign caretakers of this land and these waterways since time immemorial. We commemorate and advocate for their descendants, the Wilton Rancheria Tribe -- the only Federally recognized Tribe in Sacramento County -- who endure because of the bravery, resiliency, and determination of their ancestors, tribal members, and leaders.”

Pride Month

For the second consecutive year, the City proudly raised the LGBTQIA+ Pride Flag in front of City Hall, symbolizing the organization’s unwavering support for the LGBTQIA+ community. The flag, a vibrant emblem of Diversity and Inclusion, flew throughout the month of June as a visible reminder of the city’s commitment to creating an equitable and welcoming environment for all.

In addition to raising the Pride Flag, the City demonstrated its support for the LGBTQIA+ community by participating in the regional Pride March with staff from the Cosumnes Community Services District and launching a social media series that noted the contributions of notable members of the LGBTQIA+ community.



Mentorship Program

Building upon the success of the first two years, we proudly launched the third round of our Mentorship Program in October 2023. This round of the program includes 18 pairs of mentors/mentees and 36 participants. The nine-month program pairs experienced professionals from diverse City departments with mentees seeking guidance and support. The program consists of five in-person training sessions and regular one-on-one meetings.

The City's Mentorship Program originated from a gender equity discussion hosted by the DEI Team in 2019. Empowering employees to take ownership of their career paths, the mentoring program supports personal and professional growth while nurturing a culture of knowledge sharing and collaboration.

The City's Mentorship Program exemplifies our commitment to a workplace culture where Diversity, Equity, and Inclusion are deeply ingrained principles, not mere aspirations. By supporting employees to elevate their professional capabilities, the City is cultivating a resilient, inclusive, and high-performing organization that thrives on the collective expertise of its diverse workforce.

E-mail Signature Enhancements

On November 1, 2023, the City updated its branding guidelines to incorporate new department logos, logo applications, and email signatures. The new email signature allows staff to voluntarily include their pronouns (such as she/her, he/him, they/he, she/he/they) in their signature block, consistently throughout the organization.

The rollout included information on what pronouns are, what gender pronouns are, why it's important to respect people's pronouns, commonly used pronouns, how to communicate about pronouns, what to do if you make a mistake, and why it's important to respect people's pronouns.

City staff were also informed that being an ally is an action and were provided with information on how to take action. The DEI team is collaborating with the IT department to activate the "Pronouns in the Profile Card" feature for Outlook in 2024.

Resolution in Support of CEDAW

The City Council, at the December 13, 2023, meeting, adopted a resolution in support of the United Nations Convention on The Elimination of All Forms of Discrimination Against Women ("CEDAW"). The Convention is an international treaty adopted by the United Nations General Assembly in 1979 and signed the following year by President Jimmy Carter. Still, the treaty has never been brought to the full US Senate for a vote. CEDAW provides a universal definition of discrimination against women and brings attention to many issues concerning women's human rights.



Adopting a Resolution on CEDAW demonstrated the City's commitment to gender equality and human rights. This action also sent a strong message to the community that the City is actively addressing discrimination against women and its resolve to review the recommendations and best practices of CEDAW to determine what could be implemented to complement the City's current and future efforts related to the rights of women and girls in the City of Elk Grove.

By adopting this resolution, Elk Grove has joined many cities across California in taking concrete steps to promote gender equality and protect women's rights. This step sends a powerful message that Elk Grove is a city that values fairness, justice, and equality and that we are a City Welcome to All.

Historical Society Conversation

At the April 26, 2023, City Council meeting, several residents expressed their fear and dissatisfaction with the Civil War reenactment organized by the Elk Grove Historical Society. The Elk Grove City Council stood in solidarity with members of the public and took decisive measures to address the concerns. After a series of community meetings between residents and members of the Historical Society, the Historical Society made the decision to forgo the Civil War event and focus on a new event titled “Raise the Barn”.

The City remains committed to open communication, responsive decision-making, and fostering a community where all voices are heard and respected. Through thoughtful action and constructive dialogue, the City successfully addressed a sensitive issue and paved the way for a more inclusive and engaging community event.

DEI Stickers

The City introduced a series of stickers to outwardly display its support for its commitment to creating a workplace where everyone feels welcome and respected. The stickers also serve as a reminder that Diversity, Equity, Inclusion, and Belonging are not just words but values that should be reflected in everything we do. These stickers are designed in-house by members of the DEI team and are proudly displayed on water bottles or coffee mugs by staff members who wish to express their solidarity with all groups. This is a simple but powerful way to demonstrate the City’s commitment to these values.

City Vehicle Magnets

The City started the Voluntary Vehicle Magnet Program, allowing City-owned vehicles to display magnets to recognize diverse observances. These magnets are available for Black History Month, Women’s History Month, Asian American and Pacific Islander Heritage Month, LGBTQIA+ Pride Month, Hispanic Heritage Month, and Native American Heritage Month to celebrate and honor members of our community.

Social Media Campaigns

The DEI Team actively promoted DEI on the City’s social media accounts, publishing 57 posts highlighting important holidays and awareness months. These social media campaigns paid tribute to 29 historic and iconic figures who have made significant contributions to society, showcasing individuals from various backgrounds and cultures.

Free Little Library

The City continues to host a Free Little Library at District56 where residents can take / share books, free of charge, as they visit the site.

Proclamations

Through official proclamations presented at City Council meetings, the City regularly recognizes and honors outstanding individuals, groups, and organizations for their contributions to the community. This year, the City honored 19 deserving recipients, recognizing their accomplishments, achievements, and unwavering dedication to the community’s well-being.



2023 Proclamations	
Date	Proclamation
February	Black History Month
March	Women in Construction Week
March	Women’s History Month (2 Proclamations)
May	Asian American and Pacific Islander Heritage Month (2 Proclamations)
May	Hmong American Day
June	LGBTQIA+ Pride Month
June	Juneteenth
August	Diversity Awareness Month
August	American Muslim Appreciation and Awareness Month
September	Hispanic Heritage Month
September	Indigenous People’s Day
October	Filipino American Heritage Month
October	Disability Awareness Month
October	Hindu Heritage Month
November	Diwali Festival of Lights
November	Native American Heritage Month
November	Sikh Awareness and Appreciation Month

Human Resources Efforts

In 2023, the City prioritized the evaluation of its internal human resource processes to ensure they were fair and unbiased in considering diverse, qualified job candidates. The department is following the practices outlined below:

- Utilizing several diversity-specific resources for recruitment, including community partners, based on the type of job being recruited for. Details are shown in Table 1.
- Providing bias awareness training to all interview panelists. This includes a Bias Awareness Training Video that highlights how bias can impact judgment and how to ensure fair evaluation of candidates based on their Knowledge, Skills, and Abilities (KSAs). Handouts on bias awareness are also provided to panel members. [View the Bias Awareness Training Video](#)
- All new hires were required to complete “Diversity in the Workplace” training within 30 days of hire.

Human Resources has worked to advance overall City diversity by:

- In 2023, the compensation study for all Unrepresented Employees by Gallagher Benefit Services, Inc. (Koff & Associates) was completed. The goal was to ensure that pay structures were fair and transparent, without any gender or racial pay gaps. By studying the position and not the person in the position, the study promoted equity in compensation. Additionally, the involvement of an outside firm helped eliminate internal biases.

The City was committed to a transparent process that involved employees from across the organization. An employee advisory group was formed that reviewed the original list of comparator agencies for the compensation study and provided ideas and recommendations for modifications to the list.

Another diverse group of employees from all levels of the organization formed the Compensation Policy Advisory Group. This group involved employees in the development of a Compensation Policy and guaranteed that the process was transparent, fair, and inclusive.

The final compensation structure incorporated feedback from staff members based on their review of the compensation study report.

The City is currently carrying out a classification study following the compensation study that is a continuation of the Koff & Associates work. This study involves an in-depth analysis of the job descriptions compared to typical assignments for each position. The City hired a consultant to complete this work to ensure that the process is objective and free from biases.

The City expects that the updated compensation and classification studies will help to attract and retain a diverse and modern workforce and will conclude in 2024.

- The HR department worked with Job Elephant to aid in advertising on different diversity and industry-specific platforms. Job Elephant suggested new advertising locations to focus on diversity and position relevance. HR has implemented some of their recommendations and utilized them to expand their advertising reach to a wider audience. This initiative includes advertising on new platforms like Diversity Jobs, the National Professional Women of Color Network, the Job Network, and Upward Careers. The below list includes a partial listing of DEI-specific advertising locations:

- The City collaborated with LinkedIn for advertising purposes. LinkedIn provides a robust platform to connect with diverse professionals from various industries and locations. This allows for wider access to potential candidates who meet job requirements in a more effective and efficient manner.

TABLE 1: Recruitment Advertisement Locations
Ad Location
Cosumnes River College - Los Rios Community College District
Greater Sacramento Urban League (email distribution)
Handshake- University/College network
Highlands Community Charter Schools (email distribution)
Hire Heroes - Veterans
La Familia (email distribution)
League of Women in Government
LinkedIn
Local Government Hispanic Chambers
NAACP (national organization)
NAACP Local (email distribution)
National Minority Update
National Forum for Black Public Administrators (NFBPA)
Professional Diversity Net (50 + diversity partners which include Asian Career network, Black Career Network, iHispano, Military2career, ProAble/Disabled Professionals, Out Professional Network/LGBT professionals, Women's Career Channel and NAACP)
Pridely Magazine
Recruit Military - Veteran Affairs
Sacramento Hispanic Chambers
SETA Sacramento Employment and Training Agency (powered by CalJobs)
So. County Career Center - Elk Grove Unified School District (email distribution)
SWE Career Center - Society of Women Engineers
The EOE & E Journal - Equal Opportunity Employment & Education
Women in Solid-Waste & Recycling (WISR)
Women in Transportation
Diversity Jobs
Diversity Working
National Professional Women of Color Network
Society of Women Engineers
Women Inside Stem

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- HR partnered with iHeart Media to expand into radio advertisement.
 - Continued our advertising campaign through Pridely Magazine.
 - HR implemented a salary analysis form. This has helped ensure that new hires coming in are being compensated for their experience while maintaining pay equity with current employees in that same field with similar years of experience.
 - Continued to include questions gauging the candidate's understanding of Diversity, Equity, and Inclusion in oral boards.
 - HR reached out to new cities to expand our pool of diverse, qualified interview panel members.
 - Continued to conduct blind recruitments; managers do not see the names/ demographics of candidates until the day of the interviews (after applicants have been selected to interview).
 - HR continues to implement a structured interviewing process. Structured interviews lead to higher-quality hires because they help reduce bias and "gut-feeling" hiring. By asking each candidate the same or similar questions, we have a consistent "data set" to help boost objective decision-making.
 - Attended career fairs, including those focusing on hard-to-reach communities.
 - Continued to provide diversity training to new hires.
 - Implemented a comprehensive training and development program with a wide variety of learning options, including pre-recorded sessions, live sessions, video tutorials, audio tutorials, and step-by-step written instructions to accommodate the learning styles of our diverse workforce.
 - Employees were granted an additional floating holiday to celebrate any festival, occasion, or religious event of their choice.
 - Enhanced the City's benefits by offering pet insurance and an adoption assistance flexible spending account to support our diverse workforce's needs.
 - The City's Employee Assistance Program has been improved to offer six (6) 30-minute telephonic coaching sessions. These sessions can be booked through the app or website, providing employees with easy access to additional wellness opportunities. This enhancement was made to make it more convenient for all our employees to take advantage of the program.
 - All CalPERS health benefit plans were updated to include language providing all persons' access to reproductive health benefits regardless of sex, sexual orientation, or gender identity. New benefit language was also added, clarifying access to infertility treatment to members regardless of age, sexual orientation, gender identity, or marital status.



Job/Career Fairs

The HR Department attended four career fairs this year:

- College and Career Fair at John Reith Elementary School
- Diversity Employment Fair
- Project Management Fair (Sacramento Chapter)
- Sacramento LGBT Community Center

The Police Department participated in several job fairs and DEI-related activities, including:

- Two members of the PD attended the National Association of Field Training Officers' National Conference. The conference offered various training sessions that covered topics such as effectively communicating with people from diverse backgrounds and experiences, creating a path to success for all individuals, and breaking down barriers related to mental health. The training on diversity was passed on to the Field Training Officers to support its implementation.
- The PD sent one of its officers to a POST-SAC Course related to supervising a Field Training Program. The course included supervisors, administrators, and coordinators from various departments across California, bringing diverse backgrounds and experiences to the discussion sessions. The ultimate goal of the program is to improve the Field Training Program by providing new employees with information on Diversity and Inclusion.
- Eight (8) female officers from EGPD attended the Women Leaders in Law Enforcement conference in September 2023, and an EGPD Officer currently serves on the conference committee. The conference included sessions on recruitment and retention.
- Participated in the Law Enforcement Candidate Scholars (LECS) program at Sac State, where they educated potential recruits about the experiences of working in law enforcement and connected with diverse college groups.
- Attended the Sacramento Fentanyl Awareness Symposium to connect with communities in recovery and harder-to-reach groups.
- Other activities included participation in:
 - Best Hire Job Fair in Sacramento
 - Reliant Hiring Job Fair
 - Diwali event to show support and presence for specific faith-based groups
 - Elk Grove Vintage Market to reach a smaller, diverse community
 - Salute to Heros to reach faith-based high school students

The Police Department continues to take steps to improve the overall diversity of the city by expanding its presence at college recruitment events, which now include trade shows not solely focused on criminal justice majors. Additionally, the department has established a presence at military events aimed at soldiers who have been honorably discharged and are searching for a career.

Hiring Outcomes for 2023

Staff continually analyzes hiring data to identify trends. Every year, staff compare the following data as part of their routine information-gathering process.

Chart A - New Hire by Ethnicity in 2023

As shown, the percentage of white new hires showed a significant decrease at 36% compared to 2022 at 55%. Non-white new hires are 64% compared to 45% from the previous year.

Chart A

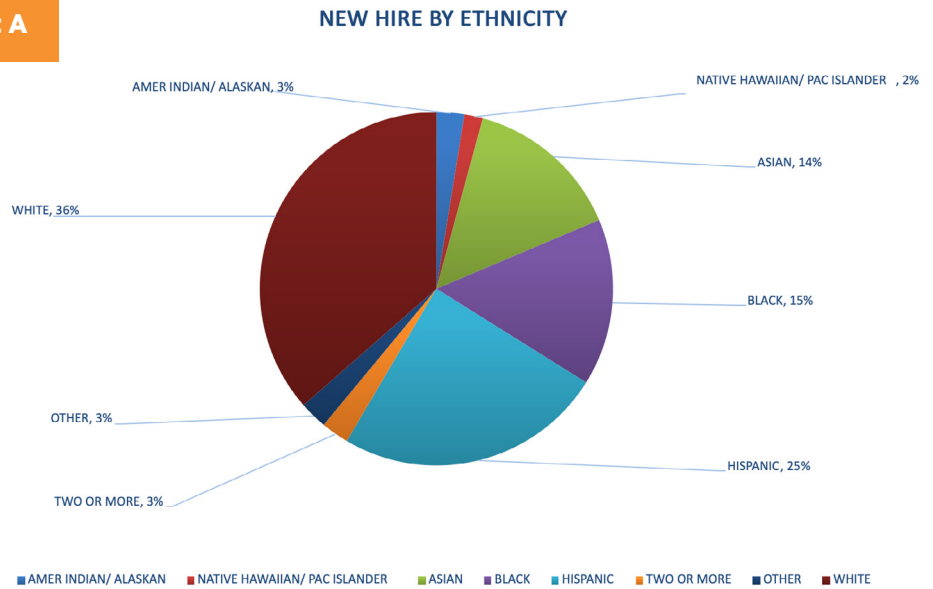


Chart B - New Hire by Gender in 2023

As shown, fewer females (47%) than males (53%) were hired, showing a flip and slight decrease compared to 2022, which was 46% male and 54% female.

Chart B

NEW HIRE BY GENDER

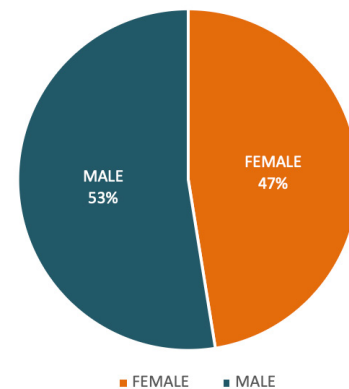


Table A - Turnover Ratio

The staff turnover rate in the city for the year 2023 has decreased slightly compared to the previous year. Turnover refers to the process of replacing an employee with a new one. In 2023, the turnover ratio was recorded at 3%, which is 1% less than the previous year's ratio of 4%. It is important to take these percentages into account when assessing how new hires affect the overall employee diversity ratio, particularly when compared to the departing staff. This development is positive, and the city administration aims to improve this trend further.

TABLE A: Turnover Ratio	
YEAR	YEAR BY AVERAGE
2019	3%
2020	2%
2021	3%
2022	4%
2023	3%

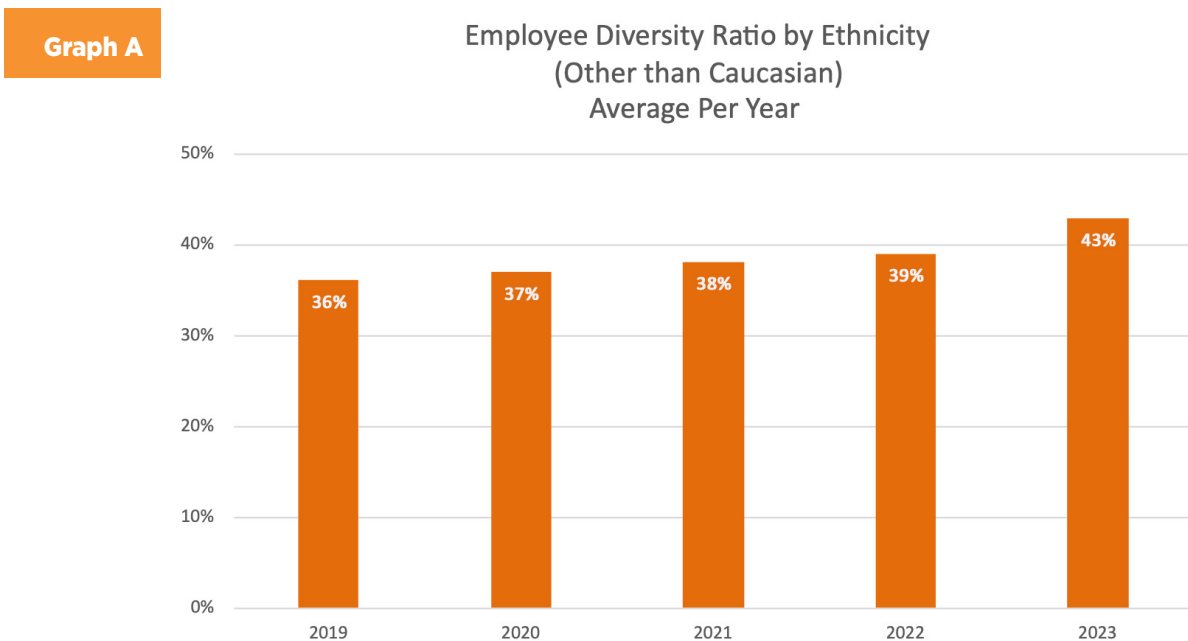
Table B - Employee Diversity Ratio by Race/Ethnicity

Table B shows the five-year percentage of various races’/ethnicities’ differences in staffing. In 2023, the percentage of Black employees increased by 2%, changing the downward trend experienced between 2020 and 2022, while the percentage of White employees continued to decrease. 2023 also showed a 1% increase in the percentage of Hispanic employees. The five-year percentage of Asian employees continues to show a steady yearly increase since 2020. This table is a helpful snapshot of the current staff composition by race/ethnicity.

TABLE B: EMPLOYEE DIVERSITY RATIO BY RACE/ETHNICITY								
YEAR	AMER INDIAN/ ALASKAN	ASIAN	BLACK	HISPANIC	NATIVE HAWAIIAN/ PAC ISLANDER	WHITE	TWO OR MORE RACES	OTHER
2019	0%	10%	8%	18%	0%	64%	0%	0%
2020	0%	10%	8%	18%	0%	63%	1%	0%
2021	0%	11%	7%	19%	0%	62%	1%	0%
2022	0%	12%	6%	18%	0%	61%	2%	0%
2023	0%	13%	8%	19%	0%	57%	2%	0%
Difference	0%	3%	0%	1%	0%	-7%	2%	0%

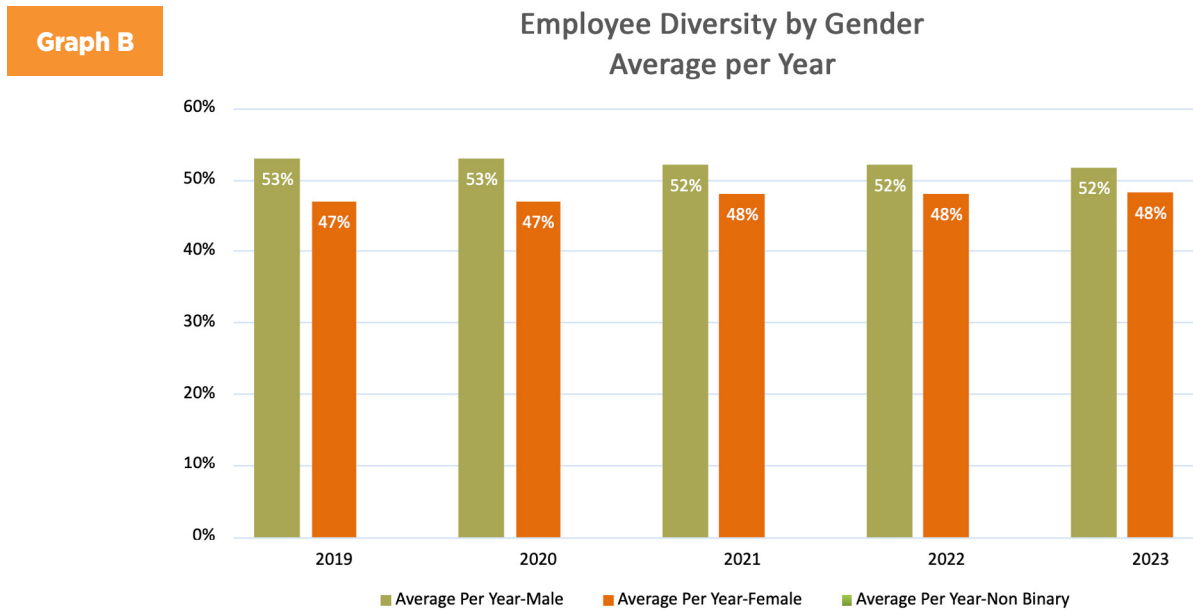
Graph A - Diversity Ratio by Ethnicity (other than Caucasian)

This graph shows the annual Employee Diversity Ratio by Ethnicity (other than Caucasians) for the past five years. In 2023, 43% of City staff were individuals of color. This ratio shows a jump of 4% in 2023, breaking the consistent yearly increase of 1% since 2019. This chart has continued to increase over the last several years, with a significant jump in 2023. Staff anticipates this chart may show a reduction in 2024, due to such a large increase.



Graph B - Employee Diversity Ratio by Gender

Graph B shows a five-year percentage of Employee Diversity Ratio by Gender. The ratio remained steady in 2023, but an increase compared to 2019 and 2020.



DEI Focused City Commissions and Committees

Disability Advisory Committee

The five-member Disability Advisory Committee accomplished the following in 2023:

- Awarded the 17th Annual Above and Beyond Award to Ciera Dulgar
- Advised the City on:
 - A. Access for those with Disabilities to the Household Hazardous Waste Door-to-Door collection program
 - B. Laguna Creek Trail Master Plan accessibility components
 - C. Affordable Housing Programs for those with disabilities
 - D. Annual update of the Capital Improvement Program 5-yr plan's accessibility components

Also, as part of Public Work's Pavement Slurry Seal and Resurfacing Project 2023, 174 ADA curb ramps were updated.

Diversity and Inclusion Committee

The ten-member Diversity and Inclusion Commission accomplished the following in 2023:

- The Commission recommended support for six proclamations: Juneteenth, Pride Month, Hmong American Day, Diversity Awareness Month, Indigenous Peoples' Day, and Native American Heritage Month
- The Commissioners participated in the Pride Flag Raising event at City Hall on June 1, 2023



- The Commissioners supported Elk Grove LGBTQIA+ Pride, a youth-centered Pride event with vendors and educational resources
- The City Council approved the Commission's recommendation to adopt a Land Acknowledgment on September 27
- The Commission partnered with the Wilton Rancheria to host the California Tribal Showcase on October 5 as part of the Cultural Connections speaker series. This year's event honored California's Indigenous People. An estimated 200 people attended the event
- The Commission supported the Multicultural Festival, which had over 8,000 attendees, 94 exhibits, 15 performing acts, 17 food vendors, and 79 volunteers. Additionally, the festival provided a sensory room visited by over 450 visitors
- The Commission worked with the Youth Commission liaison to enhance collaboration and incorporate youth perspectives



Chief's Advisory Board

The Chief of Police's Community Advisory Board (CAB) serves as a resource for the Chief to develop community policing concepts, increase public awareness, and form strategies. The Board continued meeting in 2023. The Community Advisory Board members provide a platform for discussing police matters and community concerns with a broad range of perspectives.



Other City Efforts

Police Department Outreach Activities

Developmental Disability Community

In 2023, the City continued working with individuals with disabilities. This includes the Elk Grove Police Department's long-standing partnership with The Fly Brave Foundation, specifically with its FlyFit Program. This initiative enables Police Officers and staff to pair up with individuals aged five and above with developmental disabilities. Together, they engage in safe workout sessions that promote physical activity and a healthy lifestyle. The program hosted two sessions in 2023: one in late Spring and another in early Fall, providing an opportunity to learn, understand, and appreciate the unique experiences and abilities of all participants.

The Police Department also consistently visits Visions in Motions Adult Day Program, attended the EGUSD IEP Transitions Fair and Outreach, Jesse Baker Games, and the Special Olympics.

Community Activities

The Police Department organized several outreach events for residents throughout the year:

- "BBQ in the Beat" is a community outreach event that takes place in local parks, covering all five City PD Beats to branch out to our community and reach our harder-to-reach smaller communities

- Shop with a Cop
- Toy Delivery Project to over 130 families
- Two Back-to-School Backpack Drives donating over 130 backpacks, some 2,000 crayons, over 5,000 pencils, and more to Elk Grove Unified School District Foster Youth Services, XHOPE Missions, and Chicks in Crisis
- Storytime with Chief Davis
- National Faith and Blue Week
- The Police Department visited Mosques, Sikh Society Gurdwara, and Churches
- Visions in Motions Adult Day Program Holiday Visit
- PD engagement booth at the Multicultural Festival
- Collaborated with the Black Youth Leadership Project on a giveaway event for Thanksgiving, which included turkeys and gift cards, along with other projects

Faith and Blue

The PD visited 13 different faith-based organizations during the year.

“Faith & Blue is based on the premise that strong communities are built through mutual respect and understanding. Law enforcement and faith institutions are key pillars of each community, and when they work together, neighborhoods thrive.”
- National Faith and Blue Organization.

Industry Memberships

The City of Elk Grove and our staff are proud to be members of the following:

- Government Alliance on Race and Equity (GARE)
- Women in Transportation Seminar (WTS), which is committed to advancing diversity, inclusivity, and equity in the transportation industry worldwide through the empowerment of women
- Women in Government
- The City’s Chief Information Officer actively participates in the MISAC IDEA Committee (Municipal Information Systems Association of California; Inclusion, Diversity, Equity, and Access), which emphasizes the importance of DEI principles and encourages more people to join the field of technology

Economic Development

The City remains committed to advancing racial and social equity in the business community through programming, events, partnerships, and data-informed equity strategies.

In February 2023, the Elk Grove City Council approved a workforce development program to provide information technology training services. The program was designed to equip residents with cybersecurity and infrastructure support skills. Out of the 40 participants who successfully completed the training program, 86% were non-white and 27% were women. The program’s success led to an increase in training capacity from 40 to 120, and the addition of a software development track. In March, another workforce development program focused on manufacturing skills was launched in partnership with the Charles A. Jones Career and Education Center, an adult school. Trainings were offered to Elk Grove residents for free.

The Economic Development Department represents the City on the Chamber of Commerce’s Economic Equity Task Force. This task force is a collaboration between Dr. Ed Bush, President of Cosumnes River College, Chamber leadership, local entrepreneurs, and SMUD. They organized a successful Economic Equity Symposium on November 30, 2023, at District56. The event was attended by more than 100 participants, primarily minority-owned businesses. The symposium emphasized the importance of supporting minority-owned businesses to address the racial wealth gap and raised awareness about available public resources for entrepreneurs. It also

included group discussions led by facilitators, focusing on racial and social equity in the business community and strategies to improve access to programs and services. The insights gathered from these community discussions will shape the Economic Equity Task Force's and Economic Development's equity strategies in 2024.

In 2023, the Economic Development Department became a member of the Sacramento Black Chamber of Commerce and has also been exploring collaborative opportunities with the Sacramento Hispanic Chamber of Commerce, thus enhancing community partnerships. Additionally, the department has been supporting FourthWave, a tech accelerator that promotes high-potential women-led businesses in Sacramento, as a sponsor and funding partner.

To date, Economic Development has collected demographic information on over 600 minority-owned businesses and will continue to do so in 2024.

The Economic Development Department is considering conducting a survey in 2024 to investigate the difficulties faced by business owners in the City. The survey aims to identify any possible disparities that exist across different racial and ethnic groups and other protected classes. The results from this survey will be used to develop the Department's Equity Strategy.

Digital Access Report

In September 2023, the City Council received a Digital Access Report. The report was aimed at supporting the Council's priority project of improving telecommunications and broadband access for residents and businesses in Elk Grove. The report recognized that equitable access to fast, reliable, and affordable broadband service is critical for success now and in the future.

The report provided a high-level view of the current state of broadband access for Elk Grove residents. It also outlined options for addressing issues related to digital equity, access, and affordability in the city. The report revealed that there are digital inequities in the city, with many households lacking internet connections. These households are more likely to be low-income, with almost 60% of them earning less than \$50,000 per year.

The report also highlighted that Hispanic and African-American residents, who make up 30% of the Elk Grove population, account for almost 45% of individuals without internet access. The report will help inform City staff as they move forward with a feasibility study for a public-private partnership broadband network over the next year.

Awareness Building: Budget

City staff are committed to entering every community interaction with respect and willingness to listen and learn. Good public participation practices help the City of Elk Grove become more accountable and responsive to all segments of its community. Transparency is a core value of governmental budgeting. Developing a transparent budget process accessible to all will enhance trust and empower residents. While public participation efforts can be extremely valuable, superficial or poorly designed efforts may waste valuable staff time and financial resources and, at worst, can increase public cynicism if residents perceive that their input has not been taken seriously.

During 2023, City staff used several awareness-building tactics throughout the budget development process to increase engagement among key stakeholders, low-income communities, communities of color, and other interested community members. By deploying easily accessible printed information in multiple languages at numerous community events and gatherings, City staff worked to ensure non-English speaking community members could still participate in City governance. The 2023 budget fact sheet was translated into Vietnamese, Tagalog, Spanish, Punjabi, and Chinese.

New Regional Transit Board Seat

Representation matters. Nearly 20 years ago, Sacramento Regional Transit (SacRT) changed its voting structure to a weighted voting structure. The City of Elk Grove annexed into SacRT effective July 1, 2021. With Elk Grove's annexation, SacRT's weighted voting structure was no longer necessary because each entity on the Board is a member agency. In 2022, AB1196 was implemented and changed SacRT's voting structure to a one-person, one-vote methodology in lieu of the previous weighed vote procedure, which now makes it consistent with the voting structure of most transit agencies statewide.

When Elk Grove was incorporated in 2000, the City had a population of 81,663. As part of this process, the City was given one board seat on the SacRT Board. After over 20 years of growth, the City of Elk Grove is now estimated to be nearly 180,000, more than double the population of Citrus Heights, Rancho Cordova, and Folsom. Given the City of Elk Grove's massive population increase, the need for additional representation on the SacRT Board was critical. AB 354, signed into law in 2023, increased the City of Elk Grove's representation on the transit board from one Board seat to two Board seats. This policy change helps ensure that the people of Elk Grove have fair representation and a voice on public transportation matters affecting their day-to-day lives.

2024 and Beyond Future Initiatives

Our city envisions a bright future that will be a beautiful and diverse blend of different perspectives, shared aspirations, and unwavering commitment to progress. We will foster an organizational culture where every individual's point of view matters, and feedback shapes our decisions. We will continue to work towards initiatives that empower every resident, programs that bridge gaps, and prioritize equity, where everyone has an equal say and the chance to contribute to our shared journey. Elk Grove aims to become a model city where voices blend in harmony, innovation thrives on diverse perspectives, everyone feels empowered to contribute, and a place where belonging is not a destination, but the very heartbeat of our city. We want to build a future that belongs to everyone.

Recruitment Video Project

The DEI Team is working on a recruitment video project called "Why Work with the City." The objective of this project is to create a video package that can attract a diverse and talented pool of candidates. This video will be used in employment fairs, job announcement emails, and on the City's website. The main aim of the video is to showcase Elk Grove as a city Welcome to All and highlight the reasons why staff work for the City. It will explore what keeps staff motivated, how their personal growth has been impacted, and the positive contributions they have made to the City. This project aligns with the values listed in the employee Mission, Vision, and Values and is scheduled to be completed in 2024.

City Code of Ethics

The Diversity & Inclusion Commission will propose revisions to the City's Code of Ethics. Originally adopted in 2005, the Commission will evaluate the adopted standards and guidelines through the lens of Diversity, Equity, and Inclusion to determine what changes may be needed to ensure that the code meets the needs of the community moving forward.

Training

A pillar in the City's DEI efforts includes staff training around DEI. Staff will be afforded multiple opportunities throughout the year to complete the required training. Additionally, two key DEI leads are currently undergoing and will complete a Cornell University Diversity, Equity, and Inclusion Certificate Program.